

OFFICIAL GAZETTE

GOVERNMENT OF GOA, DAMAN AND DIU

EXTRAORDINARY

GOVERNMENT OF GOA, DAMAN AND DIU

Industries and Labour Department

Notification

25/16/82-ILD-1

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 read with clause (b) of sub-section (1) of Section 3 of the Minimum Wages Act, 1948 (11 of 1948), with a view to revise the minimum rates of wages payable to the employees employed in the various categories of work in respect of the Scheduled employment viz. "Employment in any industry in which process of Printing by letter press, lithography, photogravure or other similar work or work incidental to such process or book-binding is carried on" is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act, for the information of the persons likely to be affected thereby, and notice is hereby given that the said draft notification will be taken into consideration by the Government after expiry of the period of not less than two months from the date of the publication of this Notification in the Official Gazette.

All suggestions and objections to the said draft Notification may be forwarded to the Secretary, Industries and Labour Department, Government of Goa, Daman and Diu, Secretariat, Panaji (Goa), within a period of two months from the date of the publication of this Notification in the Official Gazette.

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Government of Goa, Daman and Diu after due consultation with the Goa, Daman and Diu Minimum Wages Advisory Board constituted under Section 7 of the said Act and after complying with the requirements of pre-publication, hereby revises the minimum rates of wages payable to the various categories of employment in relation to the

"Employment in any industry in which process of Printing by letter press, lithography, photogravure or other similar work or work incidental to such process or book-binding is carried on" as indicated below, namely: —

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3
I. Unskilled:		
1.	Peon	Rs. 8.00 per day or
2.	Mazdoor	Rs. 48.00 per week or
3.	Cleaner	Rs. 208.00 per month.
4.	Helper	
5.	Delivery bagman	
6.	Sweeper	
7.	Head Freeder	
8.	Carpenter-helper	
9.	Stone grinder	
10.	Rotary Baller	
11.	Store Baller	
12.	Cylinder Baller	
13.	Labourer (Manai)	
14.	Any other categories by whatever name called which are of unskilled nature.	
II. Semi-Skilled:		
1.	Asst. Camera Operator	Rs. 10.50 per day or
2.	Asst. Transfer Printer	Rs. 63.00 per week or
3.	Asst. Etcher	Rs. 273.00 per month.
4.	Letter Press Feeder	
5.	Checker	
6.	Distributor	
7.	Packer	
8.	Embossing Machineman	
9.	Asst. Toucher	
10.	Asst. Copy Paster	
11.	Flat bed Feeder	
12.	Varnisher	
13.	Wax Machineman	
14.	Cold Powderer	
15.	Wireman	
16.	Type-cutter	
17.	Lino-baller	
18.	Proof puller	
19.	Tally Pressman	
20.	Type Dresser	
21.	Roller Maker	
22.	Roller Cutter	
23.	Plate Grainer	
24.	Ink-grinder	
25.	Knife sharpener	
26.	Wire stitchee	
27.	Perforator	
28.	Label Puncher	
29.	Ruling Machine Feeder	

1	2	3
30. Reaming man		
31. Metal Caster		
32. Any other categories by whatever name called which are of semiskilled nature.		
III. Skilled Workers:		
(a) 1. Lino Operator		Rs. 19.50 per day or
2. Mono Operator		Rs. 117.00 per week or
3. Line Mechanic		Rs. 507.00 per month.
4. Foreman		
5. Head Proof Reader		
6. Sub-Editor		
7. Reporter		
8. Offset Foreman		
9. Camera Operator		
10. Rotary Foreman (press-man)		
11. Flatbed Operator		
12. Artist		
(b) 1. Ludlow Operator		Rs. 16.00 per day or
2. Proof Reader		Rs. 96.00 per week or
3. Printer		Rs. 416.00 per month
4. Hand Pressman		
5. Offset Plate Maker		
6. Copy Paster		
7. Punch Maker		
8. Electrician		
9. Asst. Foreman		
10. Cylinder Pressman		
11. Compositor		
12. Imposer		
13. Mono Caster		
14. Binder		
15. Cutter		
16. Carpenter		
17. Box Puncher		
18. Mounter		
19. Any other categories by whatever name called which are of skilled nature.		
IV. General:		
1. Head Clerk		Rs. 19.50 per day or
2. Accountant		Rs. 117.00 per week or
3. Supervisor		Rs. 507.00 per month
1. Clerk		Rs. 16.00 per day or
2. Typist		Rs. 416.00 per month.
3. Cashier		Rs. 416.00 per month.
4. Telephone Operator		
5. Time Keeper		
6. Booking Clerk		
7. Receptionist		
8. Acct. Assistant		
9. Steno Typist		
10. Store Keeper		

Explanation:

1. The wages for the categories specified in the Annexure 'A' is linked with the norms of work and fixed accordingly. If any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.

ANNEXURE — A Norms of Work

Sl. No.	Category	Mode of work	Minimum daily production
1	2	3	4
1.	Mono-Operator	12 points English 12 points Devanagari	40,000 ems. 25,000 ems.
2.	Mono-Caster	12 points English 12 points Devanagari	42,000 ems. 42,000 ems.
3.	Page Making	20 × 26 cent, 20 × 30 cent 16 pages	2 Forms.

2. Where in any area/establishment/scheduled employment, wages fixed under this notification are lower than the wages fixed by the Central Wage Board in the Scheduled Employment namely Employment in any industry in which process of printing by letterpress, lithography, photogravure or other similar work or work incidental to such a process or book binding is carried on, or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this notification.

3. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision of guidance of skilled employees, and included unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprenticeship or in a technical or vocational institute and the performance of which calls for initiative and judgement.

4. The minimum rates of wages are applicable to employees engaged by the Principal Employer or Contractors or Sub-Contractors, etc.

5. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest but does not include daily batta/food allowance.

6. Both men and women have to be paid same rates of wages fixed for the category and for equal work.

7. In case of employees employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this notification.

8. The minimum rates of wages payable to an adolescent certified to work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80% of the minimum rates of wages fixed for adults.

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 21st May, 1983.

1	2	3	4
4. Imposer	20 × 30 cent, 16 pages	5 Forms.	
5. Lino Operator	12 points English	30,000 ems.	
6. Hand Composing (with distribution)	12 points English	3,000 corrected ems.	
	12 points Devanagari (Akand Types)	2,000 corrected ems.	
	12 points Devanagari (Degree Types)	1,800 corrected ems.	
7. Distributor	12 points English	10,200 ems.	
	12 points Devanagari (Akand Types)	8,000 ems.	
	12 points Devanagari (Degree Types)	6,000 ems.	
8. Type Casting	12 points Super Cast	12 kg.	
		30 kg.	
9. Proof Reader	16 pages 19 cent × 13 cent. (Two Languages)	4 Forms.	
10. Printing on cylinder with make ready	44½ × 57 cent.	6,000 Copies.	
Platten (power) with ready	25½ × 38 cent.	6,000 Copies.	
Printing on Cylinder without make ready	44½ × 57 cent.	7,500 Copies.	
Platten (Power) without make ready	25½ × 38 cent.	8,500 Copies.	
Printing on Traddle (on foot) with make ready	25½ × 38 cent.	5,000 Copies.	
Printing on Traddle (on foot) without make ready	25½ × 38 cent.	6,000 Copies.	
11. Machine Folding	Double Fold other large size paper	20,000 papers.	
		15,000 papers.	
12. Hand Folding	Form of the three folds	3,000 papers.	
13. Collating	44½ × 57 cent.	15,000 Forms.	
14. Ruling on hand fed machine	34 cms. × 43 cms. sheets	11,000 papers.	
15. Stitching by hand	6 quires, 3 stitching sections.	1,600 Forms.	
Stitching by machine	6 quires, 3 stitching sections.	8,000 Forms.	
16. Wire Stitching (power Driver machine)		6,000 (Two pins)	
Wire Stitching (foot operated machine)		10,000 (One pin)	
		6,000 (One pin)	
17. Hand Numbering consecutive	10,000 per day	120,000 digits per day.	

Notification

25/16/82-ILD-II

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 read with clause (b) of sub-section (1) of Section 3 of the Minimum Wages Act, 1948 (11 of 1948), with a view to revise the minimum rates of wages payable to the employees employed in the various categories of work in respect of the Scheduled employment viz. "Employment in any residential hotel, restaurant or eating house" is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act, for the information of the persons likely to be affected thereby, and notice is hereby given that the said draft Notification will be taken into consideration by the Government after expiry of the period of not less than two months from the date of the publication of this Notification in the Official Gazette.

All suggestions and objections to the said draft Notification may be forwarded to the Secretary, Industries and Labour Department, Government of Goa, Daman and Diu, Secretariat, Panaji-Goa, within a period of two months from the date of the publication of this Notification in the Official Gazette.

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Government of Goa, Daman and

Diu after due consultation with the Goa, Daman and Diu Minimum Wages Advisory Board constituted under Section 7 of the said Act and after complying with the requirements of pre-publication, hereby revises the minimum rates of wages payable to the various categories of employment in relation to the Employment under any residential hotel, restaurant or eating house as indicated below, namely:—

Sr. No. Details of categories All inclusive minimum rates of wages

	Zone A	Zone B	Zone C
1	2	3	4
5			
I. Skilled:	per month Rs. 308-00	per month Rs. 269-50	per month Rs. 246-50
1. Cook or Head Cook			
2. Achari			
3. Maharaj			
4. Basoya			
5. Ustad			
6. Bavarchi			
7. Khansama			
8. Manager			
9. Accountant			
10. Sweetmeat maker or Farsan maker (Malwalla)			
11. Clerk			
12. Telephone Operator			
13. Electrician			
14. Tailor			
15. Carpenter			
16. Head Pantryman			
17. Gardener who is doing the work of planting			

1	2	3	4	5
18.	Receptionist (qualified such as holding S.S.C. or other equivalent examination certificate)			
19.	House Keeper			
20.	Head Waiter			
21.	Butler			
22.	Supervisor			
23.	Steward			
24.	Cashier			
25.	Head Baker			
26.	Mistry			
27.	Barman			
28.	Store Keeper			
29.	Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries.			
II. Semi-skilled:				
1.	Assistant Manager	Rs. 239.00	Rs. 223.50	Rs. 208.00
2.	Assistant Malwala			
3.	Samosawala			
4.	General Workers (reliever or one who attends to two or more duties of semi-skilled categories)			
5.	Rotiwala			
6.	Chapatiwala			
7.	Puriwala			
8.	Dhosawala			
9.	Tandur - Rotiwala			
10.	Bhajiwala			
11.	Ice - creamwala (Ice cream preparer one who takes out ice-cream and aerated waters)			
12.	Pantryman (one who prepares sandwiches toasts, falooda, omelette etc.)			
13.	Mandiawala-cum-coffee tea maker			
14.	Liftman			
15.	Handiwala (asst. cook)			
16.	Wireman			
17.	Asst. Cook			
18.	Billiard Maker			
19.	Standwala (Tea maker)			
20.	Market man			
21.	Boilerman			
22.	Fountain barman			
23.	Pumpman			
24.	Gas filler			
25.	Fountainman (who prepares syrups ice-cream, fruit salad etc.)			
26.	Faloodmaker			
27.	Syrup maker			
28.	Lassewala-cum-salesman			
29.	Waiter-cum-tablewala			
30.	Vender (who keeps accounts)			
31.	Orderwala (shouting bills or writing bills)			
32.	Kabab seekwala			
33.	Bhelpuriwala			
34.	Floorwaiter			

35. Employees by whatever name called doing work of the nature done by persons falling under the foregoing entries.

III. Unskilled:

1	2	3	4	5
1.	Gaze boy	Rs. 216.00	Rs. 200.50	Rs. 185.00
2.	Game boy			
3.	Bell boy			
4.	Page boy			
5.	Room boy			
6.	Tea boy			
7.	Glass boy			
8.	Dish boy			
9.	Water boy			
10.	Order boy			
11.	Pantry helper			
12.	Kitchen boy			
13.	Office boy			
14.	Message boy			
15.	Soda Fountain boy			
16.	Cleaner			
17.	Sweeper			
18.	Hamal			
19.	Jamadar			
20.	Coolie			
21.	Mazdoor			
22.	Gadi			
23.	Chokra			
24.	Boy			
25.	Pantewala Panikachamberwala			
26.	Paniwala			
27.	Cupwala			
28.	Dishwala			
29.	Babdiwala			
30.	Moriwala			
31.	Kholiwala (Room boy not doing the work of waiter)			
32.	Mandaniwala (one who fills the dishes)			
33.	Lassiwala			
34.	Orderwala			
35.	Chatniwala			
36.	Phatakwal			
37.	Vadpi (Server)			
38.	Waterman			
39.	Laundryman			
40.	Lemonman			
41.	Billard boy			
42.	Grain cleaner (male and female)			
43.	Miscellaneous worker that is to say workers doing all or some of the jobs of unskilled nature)			
44.	Vendor or Bharwala not working on commission basis and not entrusted with responsibility of accounts.			
45.	Employees by whatever name called doing work of the nature done by the persons falling under the foregoing entries.			

Explanation:—

Zone A — Comprises of the area within the limit of Municipalities Panaji, Margao, Vasco, Ma-

pusa and Ponda and the areas within the Village Panchayat of Calangute and Curcho-rem.

Zone B — Comprises of the area within the limit of the places Bicholim, Pernem, Satari, Valpoi, Canacona, Sanquelim, Sanguem, Cansaulim, Assolna, Daman and Diu, Curcho-rem, Calangute, Colva.

Zone C — Comprises of all other places in the Union territory of Goa, Daman and Diu not covered under Zone A and B.

The minimum rates of wages shall consist of all inclusive rates allowing of the basic rates and cost of living allowances and the cash value of concession.

The amount deductible as food allowances shall be uniformly Rs. 50/- per month for all categories and in all three zones.

1. (a) unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semiskilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees, and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or Vocational Institute and the performance of which calls for initiative and Judgement.

2. The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors, etc.

3. Both Men and Women workers have to be paid same rates of wages fixed for the category and for equal work.

4. In case of employees employed in piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this Notification.

5. The minimum rates of wages payable to an adolescent certified to work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80 per cent of the minimum rates of wages fixed for adults.

6. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 21st May 1983.

Notification

25/16/82-ILD-III

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 read with clause (b) of sub-section (1) of Section 3 of the Minimum Wages Act, 1948 (11 of 1948), with a view to revise the minimum rates of wages payable to the employees employed in the various categories of work in respect of the Scheduled employment viz. "Employment in any shop or commercial establishment other than residential hotels, restaurants or eating houses" is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act, for the information of the persons likely to be affected thereby, and notice is hereby given that the said draft Notification will be taken into consideration by the Government after expiry of the period of not less than two months from the date of the publication of this Notification in the Official Gazette.

All suggestions and objections to the said draft Notification may be forwarded to the Secretary, Industries and Labour Department, Government of Goa, Daman and Diu, Secretariat, Panaji (Goa), within a period of two months from the date of the publication of this Notification in the Official Gazette.

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Government of Goa, Daman and Diu after due consultation with the Goa, Daman and Diu Minimum Wages Advisory Board constituted under Section 7 of the said Act and after complying with the requirements of pre-publication, hereby revises the minimum rates of wages payable to the various categories of employment in relation to the "Employment in any shop or commercial establishment other than residential hotels, restaurants or eating houses" as indicated below, namely: —

Sl. No.	Details of categories	All inclusive minimum rates of wages	
		Zone A	Zone B
1	2	3	4
I. Skilled:			
1.	Pharmacist/Chemist	Rs. 15.00 per day or	Rs. 14.50 per day or
2.	Driver	Rs. 90.00 per week or	Rs. 87.00 per week or
3.	Supervisor	Rs. 390.00 per month	Rs. 377.00 per month
4.	Shoemaker/Slipper-maker		
5.	Watch repairer		
6.	Cutter/Tailor/Sewing machineman		
7.	Turner		
8.	Fitter		
9.	Utensil Maker (Brass and Copper)		
10.	Machinist		
11.	Electrician		
12.	Welder		
13.	Handicraftsman		
14.	Metal engraver		
15.	Optician		
16.	Glass Polisher (Optician)		
17.	Sales Representatives/Travelling Salesman		
18.	Wireman		
19.	Foreman		
20.	Photographer/Retoucher		

1	2	3	4
21.	Block Maker		
22.	Hair Dresser		
23.	Mill Operator		
24.	Carpenter		
25.	Tinsmith		
26.	Vulcaniser		
27.	Mechanic		
28.	Blacksmith		
29.	Moulder		
30.	Painter		
31.	Metal Sprayman		
32.	Glass Cutter		
33.	Pastryman		
34.	Compounder (with diploma)		
35.	Computer Operator		

Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

II. Semi-Skilled:

1.	Salesman (Counter)	Rs. 10.00 per day or	Rs. 9.00 per day
2.	Asst. Mechanic		
3.	Asst. Fitter	Rs. 60.00 per week or	Rs. 54.00 per week
4.	Asst. Electrician		
5.	Asst. Blacksmith	Rs. 260.00 per month	Rs. 234.00 per month.
6.	Asst. Carpenter		
7.	Asst. Welder		
8.	Asst. Turner		
9.	Asst. Machinist		
10.	Asst. Tinsmith		
11.	Asst. Vulcaniser		
12.	Asst. Sprayman		
13.	Asst. Moulder		
14.	Asst. Painter		
15.	Asst. Tailor		
16.	Asst. Glass Cutter		
17.	Asst. Wireman		
18.	Cushion Maker		
19.	Compounder		
20.	Dhobi/Washerman		
21.	Ironer/Laundryman		
22.	Polisher (Carpenter)		
23.	Baker		
24.	Pressman		
25.	Glazer		
26.	Helper (Hair dresser)		
27.	Mali (Gardener)		
28.	Lift Attendant		
29.	Mill hand		
30.	Frame Maker		

III. Clerical:

A. 1.	Accountant	Rs. 15.00 per day or	Rs. 13.50 per day or
2.	Telephone Operator		
3.	Steno-Typist	Rs. 90.00 per week or	Rs. 81.00 per week or
4.	Cashier	Rs. 390.00 per month.	Rs. 351.00 per month.
B. 1.	Clerk	Rs. 12.00 per day or	Rs. 10.50 per day or
2.	Store Clerk		
3.	Tally Clerk	Rs. 72.00 per week or	Rs. 63.00 per week or
4.	Store Keeper		
5.	Typist	Rs. 312.00 per month	Rs. 273.00 per month.
6.	Receptionist		
7.	Godown keeper		

IV. Unskilled:

1.	Chowkidar	Rs. 8.50 per day or	Rs. 7.50 per day or
2.	Cleaner		
3.	Labourer	Rs. 51.00 per week or	Rs. 45.00 per week or
4.	Loader/Unloader		
5.	Attendant	Rs. 221.00 per month	Rs. 195.00 per month.
6.	Mazdoor		
7.	Sweeper		
8.	Helper		
9.	Peon		
10.	Packer		
11.	Delivery Boy/Messenger		
12.	Asst. Salesman		
13.	Watchman		

14. Office Boy
15. Pump Attendant
16. Newspaper Delivery Boy

Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

Explanation:—

I. A — Zone A — Shall comprise of the areas within the Municipal limit of Panaji, Margao, Vasco, Mapusa, Ponda, Bicholim, Daman and Diu, and the establishments located in the Industrial Estates set up by the Goa, Daman and Diu Industrial Development Corporation or E.D.C., Panaji or any other statutory organisations.

Zone B — Shall comprise of all other places in the Union Territory of Goa, Daman and Diu, not covered under Zone A.

II. (a) The minimum rates of wages shall consist of an all inclusive rates of wages.

(b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is fixed shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest paise.

(c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed shall be computed by multiplying the daily rate by 26.

III. (a) Unskilled work is one which involves simple operation requiring no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision of guidance.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational Institution and the performance of which called for initiative and judgement.

IV. The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractors or sub-Contractors, etc. working on their employments.

V. Both male and female workmen shall be paid same rates of wages fixed for the category same or similar work.

VI. In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages fixed for the class/category to which it belongs under this Notification.

VII. The minimum rates of wages payable to an adolescent shall be same as of an adult fixed under this Notification. In case he or she is certified to work only as an adolescent, the rate of wages payable shall be 80 per cent of the minimum rates of wages fixed for adults.

VIII. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 21st May, 1983.

Notification

25/16/82-ILD-IV

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 read with clause (b) of sub-section (1) of Section 3 of the Minimum Wages Act, 1948 (11 of 1948), with a view to revise the minimum rates of wages payable to the employees employed in the various categories of work in respect of the Scheduled employment viz. "Employment under Cashew factories and establishments", is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act, for the information of the persons likely to be affected thereby, and notice is hereby given that the said draft Notification will be taken into consideration by the Government after expiry of the period of not less than two months from the date of the publication of this Notification in the Official Gazette.

All suggestions and objections to the said draft Notification may be forwarded to the Secretary, Industries and Labour Department, Government of Goa, Daman and Diu, Secretariat, Panaji-Goa, within a period of two months from the date of the publication of this Notification in the Official Gazette.

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Government of Goa, Daman and Diu after due consultation with the Goa, Daman and Diu Minimum Wages Advisory Board constituted under Section 7 of the said Act and after complying with the requirements of pre-publication, hereby revises the minimum rates of wages payable to the various categories of employment in relation to the "Employment under Cashew factories and establishments" as indicated below, namely: —

Sr. No.	Details of Categories	All inclusive minimum rates of wages
1	2	3
I. Time-Rate Basis:		
(1)	Grader or all other employees doing grading or similar work, by whatever name called	Rs. 6.75 per day or Rs. 40.50 per week or Rs. 175.50 per month.
(2)	Roaster (3) Packer (4) Solderer (5) Dryer (Bhat-tiwala) (6) Soaker (7) Carpenter (8) Stenciller (9) Bag Carrier (10) General Worker	Rs. 8.25 per day or Rs. 49.50 per week or Rs. 214.50 per month.

1	2	3
(11)	All other employees by whatever name called, doing the work analogous to the same done by the category of employees from (2) to (10)	
(12)	Supervisor (Grading) (13) Watchman (14) Peon (15) Manai and all other employees by whatever name called, doing the work and analogous in the category of employees from (12) to (14)	Rs. 9.00 per day or Rs. 54.00 per week or Rs. 234.00 per month
(16)	Clerk (17) Typist (18) Cashier (19) Storekeeper (20) Any other employees doing clerical or any other analogous work to categories (16) to (19) above	Rs. 15.00 per day or Rs. 90.00 per week or Rs. 390.00 per month (Matriculate and above) Rs. 12.00 per day or Rs. 72.00 per week or Rs. 312.00 per month. (Non Matriculate)
(21)	Driver or any other employee by whatever name called, doing the work analogous to the category that of Driver	Rs. 10.00 per day or Rs. 60.00 per week or Rs. 260.00 per month.
II. Piece-Rate Basis:		
(23)	Shelling or any analogous work	Rs. 0.75 per kg. with the work load of 10 kg. for 8 hours subject to 75 per cent of wages shall be paid as fall back wages.

Conditions:—

i) Where in any area or establishment scheduled employment wages fixed under this notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or Contractor's regulations attached to the conditions of contract, the higher rate would be payable as Minimum Wages under this Notification.

ii) The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors, etc.

iii) The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

iv) Both Men and Women workers have to be paid same rates of wages fixed for category and for equal work.

v) The minimum rates of wages payable to an adolescent certified to work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 75 per cent of the minimum rates of wages fixed for 4½ hours work per day.

vi) Where part-time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

vii) Where payment is made on piece-rate basis for any of the categories for which time-rate is fixed,

the wages of the employees shall not be less than the minimum time rate fixed for a normal day's work.

By order and in the name of the Administrator of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 21st May, 1983.

Notification

No. 25/16/82-ILD-V

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 read with clause (b) of sub-section (1) of Section 3 of the Minimum Wages Act, 1948 (11 of 1948), with a view to revise the minimum rates of wages payable to the employees employed in the various categories of work in respect of the Scheduled employment viz. "Employment in Public Motor Transport and Employment in Motor Transport undertakings" is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act, for the information of the persons likely to be affected thereby, and notice is hereby given that the said draft Notification will be taken into consideration by the Government after expiry of the period of not less than two months from the date of the publication of this Notification in the Official Gazette.

All suggestions and objections to the said draft Notification may be forwarded to the Secretary, Industries and Labour Department, Government of Goa, Daman and Diu, Secretariat, Panaji (Goa), within a period of two months from the date of the publication of this Notification in the Official Gazette.

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Government of Goa, Daman and Diu after due consultation with the Goa, Daman and Diu Minimum Wages Advisory Board constituted under Section 7 of the said Act and after complying with the requirements of pre-publication, hereby revises the minimum rates of wages payable to the various categories of employment in relation to the "Employment in Public Motor Transport and Employment in Motor Transport undertakings" as indicated below, namely:—

Sr. No.	Details of Categories	Wages proposed for revision
1	2	3

I. Unskilled:

1.	Peon	Rs. 8.00 per day or
2.	Chowkidar	Rs. 48.00 per week or
3.	Sweeper	Rs. 208.00 per month.
4.	Porter	
5.	Cleaner	
6.	Helper	
7.	Mazdoor	
8.	Watchman	
9.	Coolie	
10.	Any other categories by whatever name called which are of unskilled nature.	

1	2	3
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II. Semi-Skilled:

1.	Electrician (Helper)	Rs. 10.00 per day or
2.	Mechanic (Helper)	Rs. 60.00 per week or
3.	Fitter (Helper)	Rs. 260.00 per month
4.	Blacksmith (Helper)	
5.	Carpenter (Helper)	
6.	Welder (Helper)	
7.	Turner (Helper)	
8.	Machinist (Helper)	
9.	Cushion Maker (Helper)	
10.	Vulcanizer (Helper)	
11.	Painter (Helper)	
12.	Boring Barman (Helper)	
13.	Sprayman (Helper)	
14.	Any other categories by whatever name called which are of semi-skilled nature.	

III. Skilled:

1.	Mechanic	Rs. 14.50 per day or
2.	Fitter	Rs. 87.00 per week or
3.	Electrician	Rs. 337.00 per month.
4.	Blacksmith	
5.	Carpenter	
6.	Welder	
7.	Turner	
8.	Boring Barman	
9.	Machinist	
10.	Cushion Maker	
11.	Tinsmith	
12.	Vulcanizer	
13.	Painter	
14.	Spray Painter	
15.	Re-trader	
16.	Moulder	
17.	Line-man	
18.	Any other categories by whatever name called which are of skilled nature.	

IV. Highly Skilled:

1.	Head Mechanic	Rs. 17.80 per day or
2.	Garage Supervisor	Rs. 106.80 per week or
3.	Driver (Goods Transport)	Rs. 462.80 per month
4.	Driver (Light vehicle and passenger Transport and Bus)	Rs. 11.50 per day or
		Rs. 69.00 per week or
		Rs. 299.00 per month

V. General Staff (Clerical etc.):

1.	Clerk	(Matriculation)
2.	Typist	Rs. 16.00 per day or
3.	Booking Clerk	Rs. 96.00 per week or
4.	Store Keeper	Rs. 416.00 per month.
5.	Store Clerk	
6.	Ledger-Keeper	
7.	Steno-Typist	(Non-Matriculation)
8.	Receptionist	
9.	Checker	Rs. 13.00 per day or
10.	Cashier	Rs. 78.00 per week or
11.	Accounts Clerk	Rs. 338.00 per month.
12.	Time-Keeper	
13.	Telephone Operator	
14.	Store Issuer	
15.	Tally Clerk	

VI.	1. Head Clerk	Rs. 19.50 per day or
	2. Auditor/Accountant	Rs. 117.00 per week or
	3. Head Cashier	Rs. 507.00 per month.

4.	Conductor	Rs. 9.70 per day or
		Rs. 58.50 per week or
		Rs. 252.50 per month.

Explanation:—

1. Where in any area/establishment/scheduled employment wages are fixed and or revised under this notification are lower than the wages by agreement/settlement or contract or Contractor's Regulations attached to the conditions of contract

the higher rate would be payable as Minimum Wages under this notification.

2. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee, and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprenticeship or in a technical or vocational institute and the performance of which calls for initiative and judgement.

3. The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors, etc.

4. The minimum rates of wages revised is all inclusive rate including the wages for the weekly day of rest, dearness allowance and interim relief but does not include batta/food allowance/travelling expenses/H.R.A./washing allowance/similar payments.

5. Both men and women workers have to be paid same rates of wages revised for the category and for equal work.

6. In case of employees employed in piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this notification.

7. The minimum rates of wages payable to an adolescent certified to the work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80 per cent of minimum rates of wages revised for adult.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 21st May, 1983.

Notification

25/16/82-ILD-VI

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 read with clause (b) of sub-section (1) of Section 3 of the Minimum Wages Act, 1948 (11 of 1948), with a view to revise the minimum rates of wages payable to the employees employed in the various categories of work in respect of the Scheduled employment viz. "Employment in Automobile Repairing Workshops and Garages" is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act, for the information of the persons likely to be affected thereby, and notice is hereby given

that the said draft Notification will be taken into consideration by the Government after expiry of the period of not less than two months from the date of the publication of this Notification in the Official Gazette.

All suggestions and objections to the said draft Notification may be forwarded to the Secretary, Industries and Labour Department, Government of Goa, Daman and Diu, Secretariat, Panaji (Goa), within a period of two months from the date of the publication of this Notification in the Official Gazette.

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Government of Goa, Daman and Diu after due consultation with the Goa, Daman and Diu Minimum Wages Advisory Board constituted under Section 7 of the said Act and after complying with the requirements of pre-publication, hereby revises the minimum rates of wages payable to the various categories of employment in relation to the "Employment in Automobile Repairing Workshops and Garages" as indicated below, namely:—

Sr. No.	Details of Categories	All inclusive minimum rates of wages
1	2	3
I. Supervisory and highly skilled staff:		
1.	Manager	Rs. 19.50 per day or
2.	Engineer	Rs. 117.00 per week or
3.	Foreman	Rs. 507.00 per month.
4.	Head Clerk	
5.	Head Mechanic	
6.	Accountant	
II. Mechanic grade:		
1.	Engine Mechanic	Rs. 16.00 per day or
2.	Fitters	Rs. 96.00 per week or
3.	Machinist	Rs. 416.00 per month.
4.	Painter	
5.	Tinsmith	
6.	Carpenter	
7.	Electrician	
8.	Welder	
9.	Blacksmith	
10.	Borer	
11.	Auto-Electrician	
12.	Vulcaniser	
13.	Driller	
III. General staff:		
1.	Asst. Accountant	Rs. 16.00 per day or
2.	Clerk	Rs. 96.00 per week
3.	Typist	Rs. 416.00 per month.
4.	Cashier	
5.	Telephone Operator	
6.	Store Keeper	
7.	Salesman	
8.	Time Keeper	
9.	Bill collector	
10.	Driver	
11.	Booking Clerk	
12.	Store Clerk	
13.	Steno Typist	
14.	Tally Clerk	
15.	Receptionist	
16.	Supervisor	
IV. Semi-skilled (Grade-I):		
1.	Asst. Electrician (Grade I)	Rs. 13.00 per day or
2.	Asst. Mechanic (Grade I)	Rs. 78.00 per week or
3.	Asst. Fitter (Grade I)	Rs. 338.00 per month.
4.	Asst. Blacksmith (Grade I)	
5.	Asst. Carpenter	

1	2	3
6.	Asst. Welder (Grade I)	
7.	Asst. Turner (Grade I)	
8.	Asst. Machinist (Grade I)	
9.	Asst. Cushion-Maker (Grade I)	
10.	Asst. Vulcaniser (Grade I)	
11.	Asst. Painter (Grade I)	
12.	Asst. Boring Barman (Grade I)	
13.	Asst. Sprayman (Grade I)	
14.	Asst. Batteryman (Grade I)	
15.	Asst. Tinsmith (Grade I)	
16.	Office Assistant (Grade I)	
V. Semi-skilled (Grade-II):		
1.	Asst. Electrician (Grade II)	Rs. 10.00 per day or
2.	Asst. Mechanic (Grade II)	Rs. 60.00 per week or
3.	Asst. Fitter (Grade II)	Rs. 260.00 per month
4.	Asst. Blacksmith (Grade II)	
5.	Asst. Carpenter (Grade II)	
6.	Asst. Welder (Grade II)	
7.	Asst. Turner (Grade II)	
8.	Asst. Machinist (Grade II)	
9.	Asst. Cushion Maker (Grade II)	
10.	Asst. Vulcaniser (Grade II)	
11.	Asst. Painter (Grade II)	
12.	Asst. Boring Barman (Grade II)	
13.	Asst. Sprayman (Grade II)	
14.	Asst. Batteryman (Grade II)	
15.	Asst. Tinsmith (Grade II)	
16.	Office Assistant (Grade II)	
VI. Unskilled:		
1.	Cleaner	Rs. 8.00 per day or
2.	Mazdoor	Rs. 48.00 per week or
3.	Coolie	Rs. 208.00 per month.
4.	Sweeper	
5.	Helper	
6.	Peon	
7.	Chowkidar	
8.	Watchman	
9.	Pump-Serviceman	
10.	Vehicle Attendant	
11.	Office Boy	
12.	Petrol-pump Attendant	
13.	Attendant	
14.	Messenger	

Explanation:

1. Where in any area/establishment/scheduled employment wages fixed under this notification are lower than the wages fixed by the Central Wage Board for Employment in 'Automobile Repairing Workshops and Garages or by agreement/settlement or contract or Contractors' Regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

2. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees, and included unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

3. The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors, etc.

4. The minimum rates of wages fixed is an all inclusive rates including the wages for the weekly day of rest but does not include daily batta/food allowance.

5. Both Men and Women workers have to be paid same rates of wages fixed for the category and for equal work.

6. In case of employees employed in piece-rate basis, the minimum rate of wages payable to them shall be at a rate not less than the minimum rates or wages fixed for the class/category to which he belongs under this notification.

7. The minimum rates of wages payable to an adolescent certified to work as an adult shall be same as adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 75 per cent of the minimum rates of wages fixed for adults.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary, (Industries and Labour Deptt.).

Panaji, 21st May, 1983.

Notification

25/16/82-ILD-VII

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 read with clause (b) of sub-section (1) of Section 3 of the Minimum Wages Act, 1948 (11 of 1948), with a view to revise the minimum rates of wages payable to the employees employed in the various categories of work in respect of the Scheduled employment viz. "Employment in Cinema Exhibition Industry" is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act, for the information of the persons likely to be affected thereby, and notice is hereby given that the said draft Notification will be taken into consideration by the Government after expiry of the period of not less than two months from the date of the publication of this Notification in the Official Gazette.

All suggestions and objections to the said draft Notification may be forwarded to the Secretary, Industries and Labour Department, Government of Goa, Daman and Diu, Secretariat, Panaji-Goa, within a period of two months from the date of publication of this Notification in the Official Gazette.

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Government of Goa, Daman and Diu after due consultation with the Goa, Daman and Diu, Minimum Wages Advisory Board constituted under Section 7 of the said Act and after complying with the requirements of pre-publication, hereby revises the minimum rates of wages payable to the

various categories of employment in relation to the "Employment in Cinema Exhibition Industry" as indicated below, namely:—

Sr. No.	Details of Categories	All inclusive minimum rates of wages
1	2	3
Category-I		
1.	Manager	Rs. 19.50 per day or
2.	Head Clerk	Rs. 117.00 per week or
3.	Auditor	Rs. 507.00 per month.
4.	Head Operator/Chief Operator First Operator	
5.	Head Air—Conditioning Operator	
6.	Any other Employees by whatever name called but doing the work of the nature done by persons falling under this category	
Category-II		
1.	Asstt. Manager	Rs. 16.50 per day or
2.	Supervisor	Rs. 99.00 per week or
3.	Stenographer	Rs. 429.00 per month.
4.	Clerk	(for Matriculates)
5.	Accounts Clerk	
6.	Telephone Operator	
7.	Typist	Rs. 13.00 per day or
8.	Wiremen	Rs. 78.00 per week or
9.	Car/Van Driver	Rs. 338.00 per month.
10.	Operator	(for Non-Matriculates)
11.	Electrician	
12.	Store Keeper	
13.	Store Clerk	
14.	Any other Employees by whatever name called but doing the work of the nature done by persons falling under this category	
Category-III		
1.	Asstt. Operator	Rs. 10.00 per day or
2.	Asstt. Air—Conditioning operator	Rs. 60.00 per week or
3.	Carpenter	Rs. 260.00 per month.
4.	Tinsmith	
5.	Painter/Artist	
6.	Winder/Rewinder/ Cabin Boy	
7.	Booking Clerk	
8.	Asst. Store Keeper	
Category-IV		
1.	Door Keeper	Rs. 8.00 per day or
2.	Care Taker	Rs. 48.00 per week or
3.	Reliever	Rs. 208.00 per month.
4.	Liftman	
5.	Watchman/Chowkidar	
6.	Oilman	
7.	Hamal	
8.	Helper	
9.	Battery Boy	
10.	Posterman	
11.	Sweeper	
12.	Cleaner	
13.	Malli	
14.	Gardener	
15.	Peon	
16.	Office Boy	
17.	Cycle Stand Boy	
18.	Handbill Boy	
19.	Attendant	
20.	Messenger	
21.	Announcer	

22. Scavenger
23. Manai/Labourer
24. Polishwala

Conditions:—

1. Where in any area or establishment scheduled employment wages fixed under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or Contractors' Regulations attached to the conditions of Contract, the higher rate would be payable as Minimum Wages under this Notification.

2. The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors, etc.

3. The minimum rates of wages fixed is all inclusive rate including the wages for the weekly day of rest.

4. Both man and women workers have to be paid the same rates of wages fixed for category for equal work.

5. The minimum rates of wages payable to an adolescent certified to work as an adult shall be the same as payable to an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80% of the minimum rates of wages fixed for adults.

6. Where part-time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

7. Where payment is made on piece rate basis for any of the categories for which time-rate is fixed the wage of the employers shall not be less than the minimum time rate fixed for a normal day's work.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 21st May, 1983.

Notification

25/16/82-ILD-VIII

The following draft Notification which is proposed to be issued under sub-section (2) of Section 5 read with clause (b) of sub-section (1) of Section 3 of the Minimum Wages Act, 1948 (11 of 1948), with a view to revise the minimum rates of wages payable to the employees employed in the various categories of work in respect of the Scheduled employment viz. in (i) Construction or maintenance of roads or in building operation, (ii) Stone breaking and stone crushing and (3) Maintenance of buildings is hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act, for the information of the persons likely to be affected thereby, and notice is hereby given that the said draft Notification will be taken into

consideration by the Government after expiry of the period of not less than two months from the date of the publication of this Notification in the Official Gazette.

All suggestions and objections to the said draft Notification may be forwarded to the Secretary, Industries and Labour Department, Government of Goa, Daman and Diu, Secretariat, Panaji (Goa), within a period of two months from the date of the publication of this Notification in the Official Gazette.

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the Government of Goa, Daman and Diu after due consultation with the Goa, Daman and Diu Minimum Wages Advisory Board constituted under Section 7 of the said Act and after complying with the requirements of pre-publication, hereby revises the minimum rates of wages payable to the various categories of employment in relation to the in (i) Construction or maintenance of roads or in building operation, (ii) Stone breaking and stone crushing and (3) Maintenance of buildings as indicated below, namely:—

Sr. No.	Details of Categories	All inclusive minimum rates of wages
1	2	3
I.	<i>Unskilled:</i>	
(1)	Beldar (2) Brick Moulder (3) Chain Man (4) Chowkidar (5) Cleaner (6) Gardener (7) Driver with hand cart (8) Hedge-cutter (9) Mali (10) Peon (11) Slinger (12) Sewer Man (13) Tile Turner.	Rs. 8.50 per day or Rs. 51.00 per week or Rs. 221.00 per month.
II.	<i>Unskilled:</i>	
(14)	Bhisti (15) Bullock Cart Driver (16) Coolie (17) Hamal (18) Khalasi (19) Labourer (20) Manai (21) Mazdoor (22) Sweeper (23) Watchman (24) Water carrier (25) Bajri Spreader (26) Beatr Woman (27) Bellowman (28) Bucket Man (29) Carrier (stone) (30) Cart Man (31) Caretaker (Bridge) (32) Cleaner (33) Concrete (Hand mixer) (34) Daffadar (35) Driver (Bullock), Camel, Donkey, Mule (36) Flag Man (37) Gangman (38) Gate Man (39) Kamin (40) Lamp Man (41) Searcher (42) Signal Man (43) Strikers (44) Trolly Man (45) Valve Controller (46) Wooderman (47) Berryman (48) Muchhers Jamadars (49) Slingers (50) Any other category by whatever name called which are of unskilled nature.	Rs. 7.00 per day or Rs. 42.00 per week or Rs. 182.00 per month.
I.	<i>Semi-skilled/unskilled supervisory:</i>	
(1)	Brick Layer (Class II) (2) Cook (3) Carpenter (4) Driller (Hole Rock)	Rs. 13.50 per day or Rs. 81.00 per week or Rs. 351.00 per month.

1	2	3
(5) Driller (6) Excavator (7) Fitter (Assistant Semi-Skilled) (8) Head Surveyor (9) Blacksmith (10) Mason (Brick Layer, Second class, (11) Quarry Man (12) Quarry Operator (13) Mate (Blacksmith Carpenter) (14) Stone Breaker (15) Stoneman (16) Stone Cutter (Higher Grade) (17) Upholsterer (Grade II) (18) Sewer Layer (1st Class & Hatcher).		
II.	(19) Bearer (20) Bhisti (with) Musk (21) Belder (22) Artisan Helper (23) Brick/Tile Moulder (24) Cane weaver (25) Charpoy/Stringer (26) Cleaner (Truck, Road Roller, Concrete Mixer etc. (27) Colour/white washer (28) Cane Man (29) Daffri (30) Fireman (31) Glazier (32) Fitter (ordinary) (33) Head Chowkidar (34) Bhandani (35) Mate (36) Mazdoor (37) Pump Attendant (38) Spray Man (Bitumen, Tar etc.) (39) Stone Cutter (40) Tinsmith (41) Farrash (42) Mukadam (43) Laboratory Boy (44) Rackman (45) Belchawala (46) Bhisti (47) Cane weaver (48) Chain Man (head) (49) Driller (50) Driller (Hole Rock) (51) Fireman (52) Gate Keeper (53) Garser-cum-Fireman (54) Griner (55) Hammerman (56) Jamadar (57) Oilman (58) Storeman (59) Boilerman (60) Laboratory Boy (61) Any other categories by whatever name called which are of a semi-skilled nature.	Rs. 10.50 per day or Rs. 63.00 per week or Rs. 273.00 per month.
I.	<i>Highly Skilled:</i>	
(1)	Mason (Plaster or Paris Ornamental Work and Ceiling) (2) Painter (Artist First Class) (3) Foreman.	Rs. 21.00 per day or Rs. 126.00 per week or Rs. 546.00 per month.
II.	(4) Assistant Foreman (5) Armature (winder Grade-I) (6) Furniture Carpenter (7) Fitter (8) Head Mistri (9) Highly Skilled Electrician (10) Head Mechanic (11) Head Plumber (12) Mason (Stone work ornamental) (13) Tinsmith (14) Welder (15) Wireman Grade-I (16) Welder-cum-Fitter (17) Decorator (18) Air-Conditioner (19) Any other categories by whatever name called involving work or highly skilled nature.	
I.	<i>Skilled:</i>	
(1)	Assistant Artist Painter (2) Armature Winder Grade-II (3) Mistry Grade-I (4) Oil Painter Class-I (5) Plumber Licensed, Class-I (6) Mason (Plaster	Rs. 16.50 per day or Rs. 99.00 per week or Rs. 429.00 per month.

1	2	3
	of Paris-wall) (7) Any other skilled category (Class-I).	
II.	(8) Brick Layer (Mason Class-I) (9) Blacksmith (Class-I) (10) Carpenter (Class-I) (11) Concrete Mixer Operator (12) Concrete Mixer Maker (13) Driver (Road Roller, Concrete Mixer, Truck) (14) Driver (Motor Vehicle) (15) Driver (Truck Diesel Engine) (16) Distemperer (17) Electrician (18) Head Man (Well Sinking) (19) Mistri (20) Mason (Stone work) (21) Gladier (22) Line Man (23) Machinist (24) Mechanic (25) Line Man (26) Meter Reader (27) Moulder (28) Head Cook (29) Operator (Cinema Projector, Compressor, Crane Dumper, Excavator Generator, pump Tractor, Vibrator etc.)	Rs. 15.00 per day or Rs. 90.00 per week or Rs. 390.00 per month.
	(30) Plasterer (31) Plumber (32) Driver (33) Pump Man (34) Pump Engine Driver (35) Stone Cutter (Class-I) (36) Upholsterer (37) Stone Chiseller (38) Painter (oil Painter Class-II, letter writer) (39) Fitter (40) Tinsmith (41) Wood Cutter (42) White Washer Grade-I (43) Tradesman (44) Turner (45) Work Assistant (46) Tracer Technical Assistant (47) Tracer (48) Technical Assistant (49) Cabinet Maker (50) Moulder (Brick Tiles) (51) Road Inspector (52) Panmon (53) Navgani (54) Tyre Vulcaniser.	Rs. 15.00 per day or Rs. 90.00 per week or Rs. 390.00 per month.
	Clerical:	
	(1) Clerk (2) Commutor (3) Accounts Clerk (4) Stores Clerk (5) Store Issuer (6) Store Keeper (7) Store Keeper (Grade-I, II, etc.) (8) Tally Clerk (9) Time Keeper. (10) Tool Keeper (11) Telephone operator (12) Typists (13) Any other categories by whatever name called which are of a clerical nature (14) Computer.	Rs. 15.00 per day or Rs. 90.00 per week or Rs. 390.00 per month (for matriculates)
		Rs. 12.00 per day or Rs. 72.00 per week or Rs. 312.00 per month (for non-matriculates)
	Supervisory:	
	(1) Section Officer/Junior Engineer (2) Supervisor (3) Overseer.	Rs. 24.00 per day or Rs. 144.00 per week or Rs. 624.00 per month.

Special:

(1) Bullock-cart Man with double bullocks	Rs. 30.00 per day or
(2) Bullock-Cartman with single bullock	Rs. 180.00 per week or
(3) Donkey Mule Driver with 5 donkeys.	Rs. 780.00 per month.
Extra per additional Donkey.	

Explanation: —

1. Where in any area/establishment/scheduled employment wages fixed under this notification are lower than the wages fixed by the Central Government or by agreement/settlement or contract or Contractors' regulations attached to the conditions of contract the higher rate would be payable as Minimum Wages under this Notification.

2. (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee, and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprenticeship or in a technical or vocational institute and the performance of which calls for initiative and judgement.

3. The minimum rates of wages are applicable to employees engaged by the Principal Employers or Contractors or Sub-Contractors etc.

4. The minimum rates of wages fixed is in an all inclusive rate including the wages for the weekly day of rest.

5. Both Men and Women workers have to be paid same rates of wages fixed for the category and for equal work.

6. In case of employees employed on piece-rate basis, the Minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this notification.

7. The minimum rates of wages payable to an adolescent certified to work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rates of wages payable shall be 75% of the minimum rates of wages fixed for 4½ hours work per day.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 21st May, 1983.